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16 February 1978

MEMORANDUM FOR: Director of Central Intelligence  
FROM : Deputy Executive Secretary  
SUBJECT : Your 17 February Meeting with the  
DDS&T Management Advisory Panel

Attached as background for your 17 February, 2:00 p.m. meeting with the DDS&T Management Advisory Panel is a summary of the progress made on the major recommendations they submitted to you during your first session with them on 1 June 1977. Two members of the current group attended that meeting.

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Attachment

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Summary of Progress Made on DDS&T MAP Recommendations Submitted on 1 June 1977

1. Assume a forward looking, self-initiated posture in public affairs to enhance the Agency's image,

--You have appeared on network television

-"Face the Nation"

-"Today"

-"Good Morning America"

--You have made numerous public speeches to

-colleges

-clubs

-organizations

and have encouraged other senior Agency officials to do the same

--You have had numerous interviews with major magazines

-Time

-Newsweek

-U.S. News and World Report

2. Implement a one-Agency concept through programmed inter-directorate lateral rotations and transfers,

--You discussed this subject at length at your "Saturday Morning Meeting with Messrs. Blake, Janney, and [redacted]

--Though no formalized rotation program exists, you were satisfied that sufficient lateral movement takes place,

3. Implement a mechanism for evaluating and controlling each phase of the intelligence cycle within each component of the Intelligence Community.

(Discussion centered on the role of the IC Staff)

--Work has begun on restructuring the IC Staff, now Resource Management,

--The Policy Review Committee provides a forum for senior policymakers to establish collection priorities and relate them to resources and to review the intelligence product,

--Current plans call for your new Deputy for Collection Tasking to oversee the dissemination of all intelligence,

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4. Because the EEO Program has been ineffective, its functions should be centralized in the Office of Personnel.

--D/EE0 Omego Ware reviewed the group's comments on this and found them too broad to respond to constructively.

(b)(7)(c)

--He would like to meet with the MAP to discuss its concerns in a more concrete manner.

--Omego can then present specific proposals to you as appropriate.

5. Disestablish Agency policy on MBO leaving it as an option for use on a voluntary basis.

--Jim Taylor reports MBO is no longer an official Agency policy, but managers can use it as a tool as they choose.

6. To enhance the status of clerical employees:

--review and consider restructuring clerical positions and titles

--include clericals in rankings, evaluation panels, etc.

--A Secretarial/Clerical Management Advisory Group has been formed to address and advise you, the DDCI, and senior management on the whole range of clerical issues.

--You have approved creation of Directorate-wide career panel systems for all clericals GS-7 and above.

7. Develop dual career ladders enabling advancement without assuming managerial responsibilities.

--You discussed this with Messrs. Blake, Janney and [redacted] at your "Saturday Morning Meeting" on personnel issues.

--The Office of Personnel is now preparing recommendations.

--You have asked new DDCI Carlucci to study this and other personnel issues.

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## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

/D-18 Hdqrs.

EXTENSION

NO.

DATE

8 February

TO: (Officer designation, room number, and building)

DATE

OFFICER'S  
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

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Per our telecon, attached is the briefing paper prepared by the DDS&T MAP Group. Would appreciate your comments and suggestions for improvements or changes.

DDA/CMO

Attachment

FORM  
3-62

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DCI MEETING

15 February 1978

DDS&T Management  
Advisory Panel

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**DRAFT**

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DCI - DDS&T/MAP MEETING

15 February 1978

AGENDA

EVENT

Opening Remarks by the DCI	10-15 minutes
Issue No. 1      S&T Expertise in the DDO	10 minutes
Issue No. 2      Future Agency Career Management Policies (Tenure)	10 minutes
Issue No. 3      Security Questions	10 minutes
Secondary Issues and Open Discussion	15-20 minutes

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**DRAFT**

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APPROVAL	DISPATCH	RECOMMENDATION	
COMMENT	FILE	RETURN	
CONCURRENCE	INFORMATION	SIGNATURE	

## Remarks:

FYI -- Prepared for [redacted]  
to pass to ADMAG, which is  
preparing for its next session  
with the DCI.

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Plan to keep this  
up to date as we  
move along.

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<b>Remarks:</b> <div style="border: 1px solid black; height: 20px; width: 80px; margin: 10px 0;"></div> <p>Attached is the final version of the briefing paper for the S&amp;T group meeting with Admiral Turner.</p>			
STAT STAT Tom			
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DCI MEETING

//February 1978

DDS&T Management  
Advisory Panel

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DCI - DDS&T/MAP MEETING

15 February 1978

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